



Apetit sustainability requirements: Raw materials and packaging materials

1 General requirements

To support responsible sourcing and continuous improvement in social and environmental performance Apetit is committed to integrate the principles of amfori BSCI (Business Social Compliance Initiative) and amfori BEPI (Business Environmental Performance Initiative) into its operations. Suppliers are expected to familiarize themselves with these initiatives and implement the relevant amfori BSCI and BEPI principles within their own operations and supply chains.

2 Sourcing from conflict areas

The supplier must apply international sanctions. The supplier must ensure that all upstream production, processing and sourcing activities comply with applicable trade sanctions and responsible sourcing expectations and must provide verification of origin upon request.

When sourcing raw materials from conflict-affected areas, the supplier must apply enhanced due diligence to verify origin, assess potential risks and ensure their sourcing practices do not contribute to conflict, human rights abuse or other adverse impacts.

3 Due diligence and traceability

The Supplier must exercise ongoing due diligence to identify, prevent, mitigate, and account for actual and potential adverse human rights and environmental impacts arising from its own operations, its subsidiaries, and its entire supply chain. The due diligence process must be risk-based and proportionate, and shall include risk identification and assessment, preventive and corrective measures, monitoring of effectiveness, and appropriate documentation.

The Supplier must be fully accountable for its entire supply chain. The Supplier warrants that all suppliers, subcontractors, and other business partners involved in the production, processing, packaging, or delivery of the products comply with applicable legislation, the terms and conditions of this agreement, and Apetit's Supplier Code of Conduct. The Supplier must bind its suppliers and subcontractors to equivalent obligations by contract or other enforceable means.

The supplier shall maintain full visibility over its raw material supply chain and must maintain a functioning and documented traceability system enabling the identification of the origin of products, including raw material and packaging material batch-level traceability, as well as the associated supply chain actors.

Upon request, the Supplier must provide all information necessary to demonstrate compliance with applicable legislation, the requirements of this agreement, and Apetit's Supplier Code of Conduct. Such information can include among the other things relevant certifications, audit results, and a description of the Supplier's processes for identifying, assessing, preventing, mitigating, and addressing environmental, human rights, and other relevant supply chain risks.

4 Auditing social responsibility

If Supplier's production or whose subcontractor's production takes place in a risk country, the production facility must have a valid social responsibility audit or certification in place. The Supplier is responsible for all costs related to the audit. Upon request, the Supplier shall provide Apetit a copy of the certificate or the audit report.



Audits must be carried out by third parties, and they shall be either unannounced or semi-announced. The following audit schemes or certificates are accepted by Apetit:

- Amfori BSCI (Business Social Compliance Initiative)
- SA8000
- SMETA (Sedex Members Ethical Trading Audit), 4-pillar
- FLA (Fair Labour Association)

Apetit defines risk countries based on the Global G.A.P country risk classification as applicable from time to time. High-risk countries and medium-risk countries are classified as risk countries.

Suppliers are also obligated to take responsibility for conducting appropriate social and environmental audits within their own supply chains.

5 Deforestation free supply chains

The Supplier must ensure all relevant raw materials, ingredients and products provided to Apetit comply with the requirements of the EU Deforestation Regulation (EUDR). This includes ensuring that such materials are deforestation-free, legally produced, and fully traceable as required by the EUDR regulations.

For raw materials not covered by the EU deforestation Regulation, Apetit expects suppliers to exercise increased awareness and responsibility regarding potential deforestation and ecosystem conversion risk. Suppliers are expected to avoid sourcing practices that may lead to loss of degradation of natural forests, High Conservation Value (HCV) areas, High Carbon Stock (HCS) forests or other ecologically sensitive landscapes.

Suppliers should take reasonable steps to understand the environmental risks associated with the origin of these materials, promote sourcing from responsibly managed areas, and share relevant origin or sustainability information with Apetit upon request.

6 Soy and palm oil

6.1 Soy

All soy supplied to Apetit must be responsibly sourced, including

- soy used in products and
- soy used as feed in animal-based raw materials such as meat, fish, dairy and eggs.

Accepted certification includes Proterra, RTRS, Europe Soy, Donau Soya or similar. Accepted certification levels include physically traceable (identity preserved or segregated), mass balance, or RTRS certificates (credits). Suppliers are encouraged to use traceable soy whenever possible.

The supplier must report the certification status of soy used in products or animal feed to Apetit. Annual reporting must follow Apetit's specified timelines and formats. Any changes in certification level must be communicated to Apetit.

6.2 Palm Oil

All palm oil and palm oil-based ingredients used in products supplied to Apetit must be RSPO-certified.

7 GMO

Apetit does not use GMO (genetically modified) raw materials in its products. Suppliers must ensure that the raw materials they provide are non-GMO and must provide a certificate or analysis confirming this upon request.

8 Fish

8.1 Wild- caught fish

For wild-caught fish, Apetit follows the recommendation of WWF Finland's Sustainable Seafood Guide regarding sustainable fish stocks and fishing zones and does not source fish or seafood that is rated "red" in the guide. Suppliers must ensure that no such fish enters Apetit's supply chain.



Alternatively, wild-caught fish must have MSC-certification. Wild-caught fish from Finnish inland fisheries may be accepted without certification.

All fish must be fully traceable back to both the production facility and the fishing vessel. In addition, production facilities must provide up to date information demonstrating responsible practices in ethics, social responsibility and environmental management.

8.2 Farmed fish

Farmed fish products must be traceable to the fish farm. In addition, soy used as fish feed must be responsibly sourced according to the requirements set in point 6.1.

9 Animal-derived products

Apetit requires that all stages of animal production – including primary production, transport, handling and slaughter – are carried out without causing unnecessary suffering. The supplier must have procedures that ensure the entire supply chain complies with applicable animal welfare regulations and support the natural, species-specific needs of the animals.

The routine use of antibiotics and/or hormones for preventive purposes is prohibited. All antibiotics used for treatment of illnesses must be documented and prescribed by a veterinarian.

Apetit requires that eggs and egg-derived products are sourced from barn or free-range systems (categories 2 and 1). Suppliers must ensure that all eggs and egg-derived ingredients originate exclusively from cage free production systems and must be able to provide documentation verifying compliance upon request.